



U.S. Fish & Wildlife Service

Idaho

National Wildlife Refuge System Workforce Planning

Background

The U.S. Fish and Wildlife Service's National Wildlife Refuge System is the only network of federal lands dedicated specifically to wildlife conservation.

The National Wildlife Refuge System is currently undergoing a nationwide workforce planning effort. This effort is being conducted to help ensure the Refuge System is able to complete its high priority mission activities in the face of relatively flat annual budgets and increasing personnel and operational costs.

Idaho

National Wildlife Refuge System staff in Idaho manages 7 national wildlife refuges. These employees manage approximately 84,161 acres of land and host over 50 thousand visitors annually.

Workforce Planning

In order to keep personnel costs from completely absorbing required refuge operational funds, the Region must reduce its 251 refuge staff by 20%, a total of 49.5 positions, from Fiscal Year 2004 to Fiscal Year 2009.

To meet this target the Refuge System staff in Idaho will

have 8 of its 28 positions held vacant.

Personnel Losses

The Region is planning to vacate positions through natural attrition, retirement and relocation if needed.

Reduction in Management Capability and Visitor Services

Due to this reduction in staff, Idaho's refuges will not be

able to maintain their current level of fish and wildlife management activities or provide the same level of public use opportunities.

It is estimated that a 29% reduction in performance measures involving habitat

Idaho

Number of Refuges: 7

Total Number of Positions: 28

Percentage of Workforce

Reduced in State:

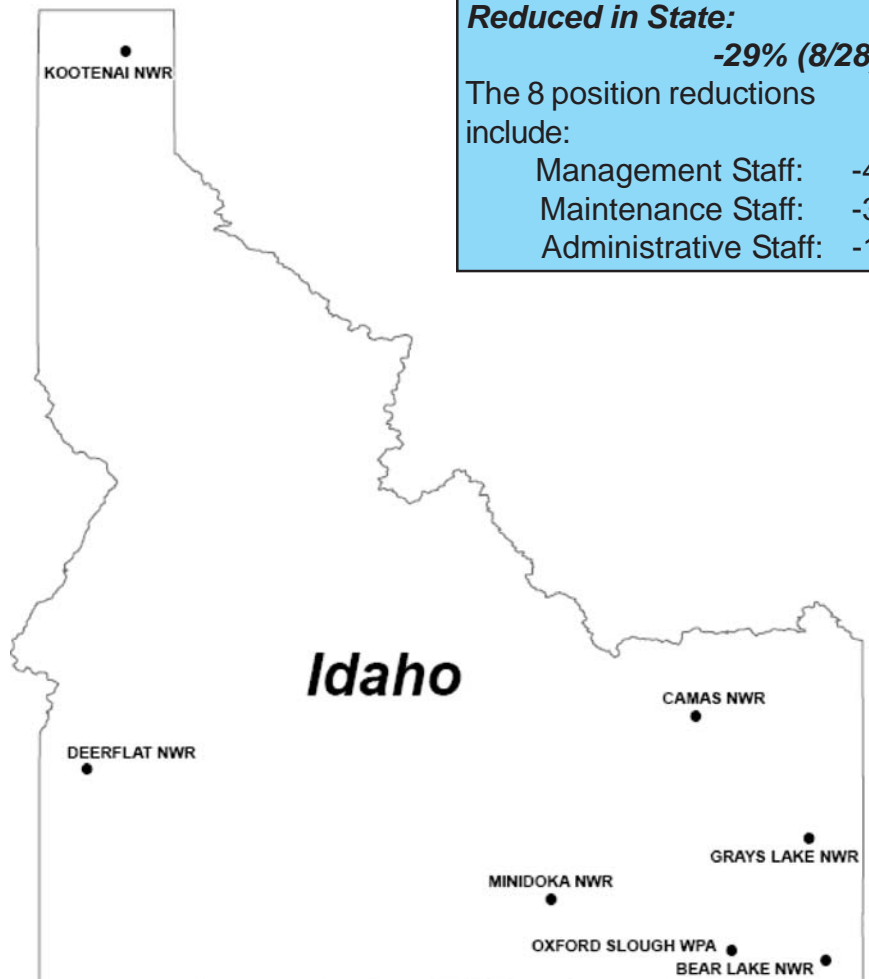
-29% (8/28)

The 8 position reductions include:

Management Staff: -4

Maintenance Staff: -3

Administrative Staff: -1



management and visitor services will occur as a result.

What This Means on the Ground

Habitat management, visitor services, and educational programs across the state will be affected. Each state and refuge in the Pacific Region is going to feel the effects of these personnel reductions.

Idaho refuges will be doing less

Idaho refuge programs will scale back, and in some cases eliminating biological monitoring projects, invasive species control programs, habitat restoration projects, interpretive activities, environmental education programs, and facility maintenance to a level that the staff can handle effectively.

Efforts to develop and foster partnerships, as well as coordination and cooperative activities with other agencies, entities, etc., will also be reduced.